



COMMONWEALTH OF KENTUCKY

OFFICE OF THE GOVERNOR

KENTUCKY COMMISSION ON WOMEN

2004 – 2005

REGIONAL MEETING

REPORTS

KCW Regional Reports
Kentucky Commission on Women

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The Staff

Glenda R. Woods
Executive Director

Ann H. Rutledge
Staff Advisor

Ashley Bratcher Coleman
Project Manager

Jessica M. Woolums
Staff Assistant



KENTUCKY COMMISSION ON WOMEN

Capital Plaza Tower, 2nd Floor, 500 Mero Street, , Frankfort, KY 40601
Telephone Number: (502) 564-6643 Fax Number: (502) 564-2315
KCW@ky.gov www.women.ky.gov

Ernie Fletcher
Governor

Glenda R. Woods
Executive Director

June 3, 2005

Dear Friends:

The issues facing Kentucky's women were challenging when the first Commission on the Status of Women issued a report to Governor Edward T. Breathitt on May 12, 1966. The goal of the original report was for Kentucky to exceed national norms. The issues were just as challenging when, in November 1968, Governor Louie B. Nunn signed the Executive Order establishing the Kentucky Commission on Women (KCW). In 1970, KCW became an official state agency and a part of the Governor's Office in 1980.

Through the many years KCW has worked to promote, encourage, and provide advisory assistance to local volunteer groups, conduct programs in the interest of women, cooperate with federal and state governments in programs relating to women, and consult and advise the Governor on matters pertaining to women.

In 2003, the Governor's Task Force on the Economic Status of Kentucky's Women brought women and men together to study progress in five areas: education, equity, leadership, health and well-being, and economic sufficiency. Due to the findings produced from their intensive work, many other committed individuals and groups are pursuing solutions for Kentucky's women and girls. During 2004-2005, the Kentucky Commission on Women conducted Regional Meetings in all of Kentucky's fifteen Area Development Districts.

Today, Kentucky's women realize the power of working together to find common ground and the power of information sharing. The following reports, from across the Commonwealth, evidence the intelligence and determination of Kentucky's women.

As you read the document, you will find a common thread of the reports: the realization that we must focus our attention on the young women and girls of Kentucky. Their ambitions, goals, and eventual life success can be forecast by the foundation they experience in their formative and adolescent years.

Thank you for your attention and for being a part of the solution.

Sincerely,

Glenda R. Woods
Executive Director



Acknowledgments

The Commission on Women is extremely grateful to the following groups: KCW Regional Coordinators, Host Organizations, Sub-Committee Chairs, ADD offices, KCW Advisory Council, and the 2002 Task Force on the Economic Status of Kentucky's Women.

Most of all, the Commission is indebted to the hundreds of women and men across the Commonwealth who participated in their local KCW Regional Meeting and who continue to do good work on behalf of Kentucky's women and girls.

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*Bluegrass
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
BLUEGRASS REGIONAL MEETING
St. Joseph Hospital - Keeneland Education Center
Hosted by American Association of University Women – Bluegrass Chapter
Lexington, Kentucky
May 13, 2004**

BLUEGRASS REGION RESPONDS TO ECONOMIC STATUS OF KENTUCKY'S WOMEN

Guest Speakers:

Secretary Allyson Hughes Handley, Governor's Executive Cabinet

Ms. Glenda R. Woods, Executive Director, KCW

Ms. Ann H. Rutledge, Staff Assistant, KCW

Ms. Sarah Kahmann, Chairwoman, KCW

Attendance: 50+

On May 13, people in the Bluegrass Region who are interested in following up on the recommendations resulting from the Kentucky Commission on Women (KCW) study and summit on the Economic Status of Kentucky's Women met at the Keeneland Education Center of St. Joseph's Hospital. **It was a big success!**

Five areas were identified by KCW as needing improvement. At the beginning of the meeting, each area was described briefly by a topic leader. Jaleh Rezaie was topic leader for Education; Sandra Mayberry described some of the needs required for women to achieve Equity; Jackie Bondurant explained Leadership needs; Linda Jouridine explained concerns about Health and Well-Being; and Nancy Dicken described some areas to be addressed in order for women to achieve Economic Sufficiency. Sara Porter, President of AAUW BGC, explained that at the end of the KCW Economic Summit in June 2003, which was attended by people from across Kentucky, participants were challenged to return to their communities and begin making improvements that will improve the lives of Kentucky's women.

Sara stated that the Bluegrass Regional meeting was a follow up to the summit, and that AAUW BGC wants to:

- Form five topic groups. The groups are committed to working to implement recommendations that came from the KCW study and the Economic Summit. (This report is a summary of the meeting.)
- Work with the committees to identify existing resources that can work together to implement recommendations that came from the KCW study and the Economic Summit.
- Work with the committees to record new programs or improvements that have resulted because of the Economic Summit as reported by the five committees.
- Work with the committees to prepare information that will be shared with other Kentuckians at the KCW Economic Summit in 2005 regarding the work done in the Bluegrass Region.

Participants then broke into five groups and worked to establish five committees that will each work independently to improve the Economic Status of Kentucky's Women. The Committees are charged with identifying two to five things that can be done by next spring. A summary of each group's structure and their tentative goals for the next year are outlined below. ***Anyone (male or female) interested in joining one of the groups is encouraged to contact the Committee Chair. All five groups welcome additional participants!***

AAUW BGC will schedule meetings of the Committee Chairs, compile records of programs and activities in the Bluegrass Region, and assist with reports from the Bluegrass Region at the KCW 2005 Economic Summit.

The Five Committees

EDUCATION

Members will compile a list of ways to improve educational opportunities for Kentucky women and girls by sending their ideas to the Chair. At their next meeting, they will prioritize the list and identify several on which they will concentrate. They will list programs and resources that already exist, and identify any with which the Committee might collaborate. The group is especially interested in programs for girls that stimulate interest in math, science, technology and engineering.

Chair: Jaleh Rezaie, Jaleh.rezaie@eku.edu or (859)622-2398 (Out of the country until June 30)

Next Meeting: July 13 – 7 PM – Lexington (main) Library, Conference Room 3, 4th Floor

EQUITY

The Committee hopes to recruit graduate students to conduct studies of the extent of institutional discrimination with the goal of eliminating it; promote legislation or executive order requiring reports and studies that identify race, gender, ethnicity and salary discrepancies/equality for publicly funded agencies; promote English as a Second Language programs; encourage minority recruitment; educate the public (especially women) regarding laws and their options if they experience discrimination.

Chair: Julia Hawkins - jhawk1@uky.edu or (859) 257-9876

Next Meeting: June 12 – 9 AM – Breakfast at the Embassy Suites in Lexington. (Buffet is \$9.95.)

LEADERSHIP

The Committee will focus on two things to begin with: coordinating with AAUW, League of Women Voters, Young Republicans, Young Democrats and Senior Citizen Centers to encourage women (especially low-income women) to vote; and coordinating with UK's Women Leading Kentucky efforts to develop a mentoring and resources website. Other projects under consideration are ways to teach children to seek out information; the necessity to develop women's communication skills; the few numbers of women in the state legislature; education of school boards regarding Title IX (and what it costs to defend a claim when it is disregarded); and education of women in social services and health fields in leadership skills.

Chair: Jackie Bondurant - jackie.bondurant@kctcs.edu or (859)246-3219

Meeting times to be determined, with plans to meet next in Berea.

HEALTH AND WELL-BEING

Committee members are to review the recommendations that came from the KCW study and Summit prior to the next meeting and be prepared to recommend action in priority order. Also, each member is encouraged to consider co-chairing the Committee (to spread the workload). The Committee would like additional members. Anyone interested should contact Jane Sampson for a copy of the study/Summit recommendations.

Tentative Chair: Jane Sampson, cajay54@hotmail.com or (502)564-8300, ext. 302

Next Meeting: June 15 – 6:30-8:30 PM – Beaumont Center Library

ECONOMIC SUFFICIENCY

The Committee plans to research the following: resources available and ways to communicate information regarding step-by-step designs and information centers for women who want to start a business; information about existing transportation systems; and groups that distribute business, childcare and transportation information in each of the Bluegrass counties. At the next meeting the Committee will establish goals as to what they plan to accomplish by the 2005 Summit and known resources for reaching the goals,

Chair: Nancy Dicken TMDicken@aol.com or (859)879-0955

Next Meeting: June 15 – 6-8 PM – Lexington (main) Library, Conference Room B (4th floor)

For more information, contact Nancy Dicken, TMDicken@aol.com or (859)879-0955; or Sara Porter, saraky@qx.net (859)846-9062.

Purchase
Regional Meeting

**KENTUCKY COMMISSION ON WOMEN
PURCHCE ADD REGIONAL MEETING
West Kentucky Community and Technical College
Paducah, Kentucky
Hosted by Zonta Organization
September 14, 2004**

Kathleen Sullivan Cockrel, a member of the Zonta Organization, presented the welcome and introduction of Glenda, Donna and Martie. Several Zonta members were involved with the presentation of the Kentucky Commission on Women.

Attendance: 22

Glenda Woods - Executive Director for KCW, Donna Peden 2nd term for the chair in the Summit and Martie Keen-Wiles from Mitch McConnell's office introduced the program.

The KCW was established to promote the improvement of women's status to enhance and improve the quality of life for us. The KCW has been around for 40 years this December. KCW promotes and encourages issues for women. KCW wants the meetings to grow each month and inspire the women of the Purchase District.

The "common thread" that came from the Summit in 2003 was to focus on the following:

1. Education
2. Equity
3. Economic Sufficiency
4. Leadership
5. Health & Well Being

In November of 2001, Governor Patton developed a task force for KCW. 306 participants from 40 counties pulled together to provide recommendations. One interesting item that came from the Summit was that Lexmark gave a grant to the Girl Scouts of America for Math & Science.

By being involved in these meetings gives us a chain of listening, learning, being involved and gratification of sharing. We need to stop and look how far we as women have come and use this as motivation on how much farther we are able to go.

Summaries from each section:

1. **Education** – lead by Rita Durbin. This group felt that funding for Science and Technology was important to get today's women away from their comfort zone. Kiki was to find out about the American Association of Local Women. This group wanted to help find ways to get women in non-traditional roles. The group thought they would explore childcare services that are available in order to help women who want to go back to school.
2. **Equity** - lead by Jennifer Beck Walker from PADD office in Mayfield. This group felt that the KCW needed county specific statistics on pay equity. If this information is available it needs to be easily accessible. The group decided that we need to make the community more aware of the KCW website and legislative information that can be acquired through the website. The group also felt that the Hispanic population needed to be more aware and educated on pay equity in Kentucky.
On Pay Equity Day on April 19, 2005 wear Red or Green and make cookies with a chunk missing to show how much of a chunk is missing in a women's pay. Women made in 2002 - .77 a dollar compared to men.
3. **Economic Sufficiency** – lead by Kathleen Sullivan Cockrel from Northwestern. This group felt that there was a need for a county-by-county database. Getting people jobs, more entrepreneurs, and expand public insurance programs. These things could be accomplished by conducting financial workshops for younger aged individuals. Some recommendations included the establishment of a step-by-step guide and a grid designed to show qualifications for different health insurance. Women need to be made aware of education workforce.
4. **Leadership** – lead by Linda Miller, CPA Paducah, Kentucky. This group came up with the idea of promoting workshops and encouraging women to be involved or run in political campaigns (state or national offices). Working with the "League of Women Voters" to encourage women to run or be involved in Local or State Boards. Provide more public awareness.
5. **Health & Well Being** – lead by Jennifer Johnson Hunt, Serenity Unlimited, Paducah, Kentucky. This group felt that the KCW should work with specific needs of young girls and women in our community. Learn more about the contamination from the water around USEC. Learn more and make women more aware of the programs available with the local hospitals in our area or clinics in our area. Some contacts may be Bonnie Shrock, St. Nicholas Clinic, etc.

*Barren River
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
BARRREN RIVER ADD REGIONAL MEETING
Bowling Green Technical College
Hosted by Bowling Green Human Rights Commission and
Networking Women of Bowling Green
Bowling Green, Kentucky
September 21, 2004**

The meeting convened at 6:00 p.m. with welcoming comments from Linda McCray, Executive Director, BG Human Rights Commission, Glenda Woods, Executive Director Ky. Commission on Women, and Gerry Gordon Brown, KCW Advisory Board member. Introductions of distinguished guests and committee chairs, with a brief overview of the project followed. All participants dispersed to a committee of their choice at 6:40PM.
Total number participating: 25

Economic Self-Sufficiency (Facilitator: Ms. Regina Parsley Byrd)

Obstacles to Economic Self- Sufficiency:

- Lack of education and awareness of “real world” expenses
- Limited exposure to positive female role models for young girls
- Low self-esteem (seems to be generational for some)
- Limited outreach of positive social organizations for young girls
- Limited social & political emphasis on female accomplishments

Solutions to Economic Self- Sufficiency:

- Formal training focusing on financial literacy for girls
- Creation of “Girls Only” courses that spotlight the “real world” in a gender specific way
- Programs that provide positive female role models in elementary school
- Assertiveness Training for Girls
- Community outreach and awareness of gender specific obstacles

Leadership (Facilitator: Dr. Monica Burke)

The Problem:

“While it has been established that the economic and cultural barriers continue to make it difficult for women to achieve leadership positions, an increased effort for the availability of leadership and mentoring programs to help women overcome these barriers must be made. There is an urgent and strong need for programs that will target women and girls of all ages, income levels, and ethnic and racial backgrounds. There continues to be a sense of hopelessness for those women who are disenfranchised economically, especially women of color who are at the bottom of the power structure.”

Recommendations:

- Elimination of social barriers that prevent women from obtaining leadership positions
- Implementation of mentoring programs- successful women helping other women who are economically disenfranchised
- Eliminate the disillusion that women are not bright or articulate
- Higher Education Institutions establish mentoring programs for women 20-30 years of age
- Improved communication regarding programs for women
- Location- Location- Location! – Provide these programs in areas where they are most needed
- Basic grassroots classes- how to interact within the political system
- All inclusive women organizations (Race, Religion, National Origin, Socioeconomic, etc)
- Gender sensitivity training
- Teaching civics to school age girls and women
- KCW should promote more public service announcements on television and media on equality of women
- Appropriation of resources towards the above recommendations

Health & Well-Being (Facilitator: Donna Woods, RN)

Obstacles:

- Poverty (Generational in many instances)
- Lack of Education
- Pregnancy Bias by employers and society
- Inadequate and expensive health care coverage
- Stigma surrounding mental health problems
- “Sandwich generation” having responsibility of children and elderly parents
- Longevity- living longer, but not better

This group will meet again on October 1st to discuss recommendations and solutions.

Education (Facilitator: Dr. Lou-Ann Crouther)

Group participants felt that education was the key to all of the other four topics of discussion. From pre-school on up a strong educational foundation is required to combat centuries of disparate treatment of females of all ages.

Recommendations:

The importance of mathematics and science should be stressed, and special programs to encourage girls in these areas of studies should be implemented statewide.

- Ready to Work Program – a partnership through KCTCS and Cabinet for Health & Family Services
- Adult Education Programs expansion
- KERA- Integrate practical living skills into academic curricula
- Multi-Cultural Education
- A statewide website for women & women’s issues

Equity (Facilitator: Linda McCray)

Ten Obstacles:

1. Men
2. Lack of Education
3. Low Expectations
4. Attitude
5. Societal Constraints
6. "Glass Ceiling"
7. Family Support (Too much or too little)
8. Prejudice
9. Traditional Constraints- not enough information about non traditional roles for women.
10. Pregnancy

Solutions:

Challenge old attitudes about females regarding:

- Education
- Expectations
- Efficiency
- Foster education and efficiency
- Improve recognition and reward system for female excellence
- Raise awareness of medical & educational statistics for women
- Early intervention of female potential
- Recruit females for higher education
- Feature successful women to provide inspiration
- Mentoring programs for girls to provide role-models
- Encourage females in their personal journey
- Encourage and educate about financial literacy and responsibility
- Multi-generational family education opportunities

Comments:

The progress in these areas for women has been slow; however, changes have begun. Overall, most women felt that attitudes would have to change first, but recognized this would be the most difficult of all changes made. It was also agreed that equity issues must be addressed at a younger age. Female sexuality is a topic that also requires more education and attention by society and the medical profession.

Submitted by Committee Chair B.R.A.D.D. Area
Linda McCray
Executive Director
Bowling Green Human Rights Commission
10/5/04

*Buffalo Trace
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
BUFFALO TRACE ADD REGIONAL MEETING
Maysville Community and Technical College
Hosted by AAUW-Maysville Chapter
Maysville, Kentucky
September 27, 2004**

Guest Speakers:

Ms. Glenda R. Woods, Executive Director, KCW
Ms. Ashley D. Bratcher, Project Manager, KCW
Dr. David Nash, KCW Board Member

Total Number of Participants: 49

ECONOMIC SUFFICIENCY

Committee Members: Yolanda Gibbs, Dornea Stewart, Melony Furby. Note Taker: Judy Tierney. Chair: Marlene Duffy, Buffalo Trace ADD, (606)564-5849. mduffy@btadd.com

Discussion included: income levels too high for child care and grants; service industry jobs are prevalent which pay less; career days and educating school age youth on entrepreneurship; reasons for failures of businesses; mentoring businesses; exploring opportunities that would benefit our area; KY Entrepreneurship Coaching Institute; WINGS, Center for Economic Development and transportation issues.

The matrix from the Status of Kentucky's Women Summary Recommendations was reviewed. The committee decided to focus on the following:

ES-B.2: Center for Economic Development, Entrepreneurship & Technology at ECU. Mel White, ICC Executive Director had previously spoken at the Buffalo Trace ADD Board meeting. Information would be obtained about the center and brought to the next meeting.

ES-B.3: Re-establish funding for WINGS. Information regarding WINGS will be obtained to share with committee members.

ES-B.5: Inform early-stage entrepreneurs about state and local resources. Melony Furby is enrolled in the KY Entrepreneurship Coaching Institute, an 18-month program serving a 19-county region. The second class will meet in October; she will update the committee at the next meeting.

ES-B.6: Design step-by-step guide on starting a business. The Limestone Economic Development, Inc. has implemented a Mentoring Program free to new businesses in Maysville.

Transportation issues for women were discussed. Drivers' training is a needed service for the area. Schools do not provide drivers' training due to budget cuts. Low-income women are challenged to find transportation to school, work and doctors.

Next meeting: Judy Tierney will provide information on WINGS; Marlene Duffy will bring information on ECU Center for Economic Development, Entrepreneurship & Technology;

Melony Furby will talk about the second class of the KY Entrepreneurship Coaching Institute and the Limestone Economic, Inc. activities on starting a business; Yolanda Gibbs will bring information on transportation.

The committee agreed to meet 11:30 a.m., October 26, 2004 at the Community College.

EDUCATION

CHAIR: Dr. Augusta Julian, President, Maysville Community and Technical College.
(606)759-7141, ext. 66101. Augusta.Julian@kctcs.edu
Note Taker: LaDonna Barnett.

GOALS: A campaign to increase awareness of educational and training opportunities for women and girls in the Buffalo Trace Area.

ACTION ITEMS: Develop a directory of education and training opportunities in the area. Information needed on financial aid, child care, and transportation possibilities. Enlarge committee. "Spread the News-You can Choose."

NEXT MEETING: October 28, 8:30-9:30 a.m. at MCTC.

EQUITY

Committee Members: Dr. Nancy Corbett, Dawn and Christopher Browning. Note Taker: Sue Ellen Grannis. Chair: Sue Brammer, Maysville City Attorney. (606)564-4012.
rzkbc@maysvilleky.net

GOALS: Encourage more equitable treatment of women. Provide mentoring for younger girls.

ACTION ITEMS: Gather information on equity in the workforce in Kentucky. Plan public service announcements on mentoring and women's issues. Plan informational programs for girls at the YMCA and the Boys and Girls Club. Plan to invite a lawyer to give advice during freshman orientation at Maysville Community and Technical College, particularly on available assistance for collecting child support.

ACCOMPLISHMENTS: Since the summit meeting in 2003, the Director of the Kentucky Commission on Women has been made a member of the Governor's Cabinet.

Next meeting: October 25, 2004 at 4 p.m. at the Maysville Community and Technical College.

HEALTH AND WELL-BEING

Note-Taker: Nell Jo Marshall. Chair: Lorna Kay Sapp, Comprehend. (606)564-4016.
sappk@kih.net

GOALS: Continue work begun by KCW. Increase the use of women's health agencies by updating the present resource guide for physical and mental health and making it more widely available.

ACTION ITEMS: Investigate adequacy of funding for health agencies. Promote facilities for assisted living. Educate parents to care for their children. Improve sex education and increase access to contraceptives. Provide health care to uninsured.

Next meeting at Comprehend in the Kenton Station Conference Room. Date to be announced.

LEADERSHIP

Note-Taker: Cara Clarke. Chair: Peggy Grove, retired attorney. (606)563-0848.
peggygrove@maysvilleky.net

GOALS: Identification or modification of goals/work plan, Identify programs, groups or organizations that are encouraging young women to be leaders in business, government, health, education, etc. Search/outreach to other organizations in surrounding communities/counties. Brainstorm strategies with identified groups.

ACTION ITEMS: List action items identified in meeting, person responsible for follow-through, and a target date to accomplish (briefly summarize discussion leading up to action item – as appropriate):

- Contact groups, set up meeting times – committee members
- Meet with college organizations – Phi Theta Kappa, SGA, Ready to Work – set up informational sessions, voter information – Cara/Margo
- Plan a workshop for women – “How to run for offices, election processes” – Cara/Margo
- Plan a youth voting/educational “program” – Peggy.

*Northern Kentucky
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
NORTHERN KENTUCKY ADD REGIONAL MEETING
Gateway Community and Technical College
Hosted by Gateway Community and Technical College Ready-to-Work Program
Edgewood, Kentucky
September 30, 2004**

Region served: Boone, Campbell, Carroll, Gallatin, Grant, Kenton, Owen and Pendleton counties.

Guest Speaker: Ms. Glenda R. Woods, Executive Director, KCW

Guests: Secretary of State Trey Grayson, Senator John “Jack” Westwood, and Representative-elect Addia K. Wuchner

Attended: Representatives were present from Boone, Campbell, Grant, Kenton, Owen and Pendleton counties.

Total Participation: 100

Host: Betty Barrett – Gateway Community and Technical College

Report Author: Mary Pat Behler – North Key Community Care

Committee Summaries

Leadership Committee

Chair: Annabel Girard

Attendees: Gale Lawson, Tina Terry, Deborah Habermahl, Lisa Stevenson, Becki Belcher

Goals:

- Enact a law requiring gender equality on state government boards and commissions.
- Develop state organizations for young professional women.
- Leadership training and opportunities for girls in high school.
- Challenge business organizations to educate women about how to become effective members of their organizations.

Action Items:

- Women’s website through the NKADD – Tina Terry
- Recruit more members – everyone
- Find a way to get women to work together and support each other – everyone
- Find the cost for mentoring programs, is grant money available? – Tina Terry

Accomplishments:

- Tina Terry will be coordinator for this committee
- Next meeting is scheduled for a Thursday in October.
- Three areas of interest are: 1) More volunteers for committees
2) Awareness programs
3) Young women in leadership roles

Education Committee

Chairs: Katherine Meyer and Stephanie Baker

Attendees: Amy Carrino, Cindy Withrow, Charity Bravard, Joy Moore, Jack Westwood, Meg Winchell

Goals: The group focused on Institutional Support – Funding, Childcare, and Flexible Degree Programs

- Need on-site childcare that is free and accessible for women pursuing a degree
- Need transitioning support from high school to higher education to mentor women with applications, financial aid, etc. This would boost self-confidence and provide emotional support.
- Need transportation
- Need best practices regarding the above (Kenton County Adult Education Program and Gateway Community and Technical College provide some of the above services)
- Need state regulation requiring mandatory four years of math education for high school graduation.

Action Items:

- There was not enough time for action items. Another meeting needs to take place to discuss options and implement strategies.

Equity:

Chair: Dr. Angie Taylor

Attendees: Amber Decker, Angie Taylor, Steve Popple, Emily Shelton, Judy Schilling, Melissa Fry, Judy Beduskia, Mary Middleton, Cindy Kruempelman, Theresa Davis, Linda Young, Mary Northington, Nancy Lucas-Smith, Jessica Know-Perkins

Goals:

- Identification or modification of goals/work plan: 1) Review recommendations and discuss projects that could be accomplished regionally to address issues 2) Brainstorm other potential resources 3) List existing related projects and programs.

Action Items:

- Lobby to return the Ex. Director of KY Commission on Women to the Governor's Cabinet
 - Set-up distribution email list of Equity Committee Members
 - Identify issues in email with common language that will be used in campaign
 - Identify list of key people to lobby for this issue
 - Set deadline for campaign
 - Compile and summarize
 - Each committee member to send out to 10 other women
 - Send letters, emails, and make phone calls to identified key people about this issue.
- Other points
 - Raise awareness about discrimination issues
 - Need information on gender pay inequities
 - Need financial planning for women
 - Need a history on why inequities exist for women

Health and Well-being:

Chair: Mary Pat Behler and Jennifer Haaga

Attendees: Nancy Shaughnessy, Ellen Curtin, Cindi Koetzle, Melanie Wells, Kelly Westwood, Rebecca Saunders, Carrie Wynn, Diane Sowards, Angela Meyer Hogan, Tina Holt, Phyllis Konerman, Bev Merrill, Phyllis Reed, Rebeca Tracy, Kathy Lybrook, Elaine Lewis, Carolyn Ballinger, Amy Monson, Lisa McCormick, Rebecca Moening, Pat, and Jen (no last names)

GOALS: The committee felt there was not adequate time to effectively address all the issues surrounding the health and well-being of women in KY. Therefore, the two topics selected for discussion were: 1) domestic violence 2) health

Action Items: Resources and needs listed.

- Resources available for Domestic Violence:
 - Women's Crisis Center
 - Interfaith Hospitality Network
 - Welcome House
 - St. Elizabeth Hospital Emergency Room and Sexual Assault Nursing Examiners
 - St. Luke Hospital
 - NKY Health Department
 - Children's Advocacy
 - Nurturing Center
 - North Key Community Care
 - Bellevue Veterans' Clinic
 - One Stop Career Center
 - Take Back the Night
 - Clothes Line Project
 - New Nope
 - October – Domestic Violence Month
 - Cabinet for Health and Family Services
- Resources needed for Domestic Violence:
 - Enough jail space to keep violent offenders and sexual predators
 - Enforcement of laws
 - Services for military women living on base and afterwards as civilians
 - Knowledge of domestic violence issues and access to services
 - Transportation
 - Childcare
- Resources available for Health:
 - Some prevention and obesity programs are in place at some NKY schools
 - Champions
 - Tobacco Coalition of NKY
 - Ability to contact legislators
 - Sr. Vincent DePaul Pharmacy
 - Care Net
 - Cincinnati Veterans Administrations
 - Bellevue Veterans Administration

- Resources available for Health (cont.)
 - Hope Center
 - North Key Community Care
 - Health Pointe Health Care
 - St. Elizabeth and St. Luke's Hospitals

- Resources needed for Health
 - Obesity education at all levels
 - Sexually transmitted diseases education
 - Increase in number of health specialists
 - Access to health specialists
 - Smoking cessation programs for young people and enforcement of existing laws
 - Substance abuse treatment, including prevention and self-esteem education
 - Access to minorities and immigrants for education and treatment
 - Available and affordable health insurance
 - Some insurance won't pay for birth control
 - Lack of information to the poor on how to access hospital services and available payment options.

Accomplishments:

Brainstormed available resources and needs

Economic Sufficiency:

Chair: Debbie Lyons

Attendees: Wende Knox, Patty Wininger, Terri Bonar-Stewart, Amber Tippitt, Carol Bethel, Kristie Gagan, Lisa Taylor, Kelly Fulford-Black

Goals:

- Begin educating girls in the 6th grade on how to be self-sufficient
 - Education is important
 - Don't rely on a man for economic sufficiency
- On-site childcare providers
 - Working mothers will be more willing to go to work and work more efficiently if quality childcare is close
- Women Center and Resource Guide with the NKY Chamber of Commerce
 - Will assist women in finding jobs, childcare, birth control etc.
 - Mentoring program for women
 - Women need to lobby legislators and start their own businesses

FPO
Regional Meeting

**KENTUCKY COMMISSION ON WOMEN
FIVCO ADD REGIONAL MEETING
Ashland Community and Technical College
Hosted by A.A.U.W and the A.A.C.C.W.
Ashland, Kentucky
October 4, 2004**

The meeting was held on the campus of Ashland Community and Technical College, College Drive, and convened at 6:00 p.m. with a welcome proclamation from the Mayor of Ashland, Mr. Steve Gilmore. Louise Shytle, Assistant to the President of Ashland Community and Technical College welcomed everyone to the campus. Bonita Blackaby introduced Glenda Woods, Executive Director of Kentucky Commission on Women who then gave a brief description of the reasons why we are having regional meetings across the state and an overview of the final report of the Governor's Task Force on the Economic Status of Kentucky's Women June 2003. Everyone then adjourned to a group of their choice on one of five topics, which included Education, Health and Well Being, Equity, Leadership and Economic Sufficiency. Refreshments and snacks were available throughout the evening. Everyone reconvened in the main Tele-Conference room after the breakout sessions. Members of the KCW and others from the AAUW were introduced. The evening ended with door prizes being awarded.

The A.A.U.W. (American Association of University Women) and the A.A.C.C.W. (American Association of Community College Women) Ashland Chapter were co-hosts of the meeting. The meeting was attended by more than **90** people. Refreshments were donated by area sponsors such as Midtown Subway, Ashland Specialty, and Ashland Wal-Mart. Gifts were donated by area merchants for door prizes given away at the end of the meeting among them Ashland Plaza Hotel, Greenbo State Resort Park, local eateries and florists.

Regional Coordinator's of the event were Bonita Blackaby, Boyd Co. Community Based Services Supervisor and Regina Twinam, Campus Coordinator/Ready to Work Program, Ashland Community and Technical College.

Total number participating: 79

The evening's moderators were Rep. Robin Webb, Economic Sufficiency; Sherri Seagraves, Leadership; Sandra Cargill, Education, Marty Vannatter, Health & Well Being, and Lydia Crawford, Equity. Each moderator guided participants to identify problems in each area. Ideas were written down and recommendations identified by each group. Each group will follow up with meetings before the 2005 Summit.

Report on Economic Sufficiency:

The group was led by Rep. Robin Webb and was made up of single and married mothers, students, professional women, and retirees. Some of the barriers for Eastern KY women included: existence of jobs in this area and low paying wages, child care, domestic violence, and transportation. The two most costly barriers for women in our area are child care and transportation. Women cannot go to work or further their education if there is no one to care for their children. Also, most women do not own a car and if they did, they cannot pay for insurance. Public transportation is not always available in rural Eastern KY.

Some of the barriers and solutions are:

1. Wage Equity- Establish for KY a “Living Wage”
2. Child Care- Establish Child Care Credit and Earned Income tax credit for KY
3. Promote Entrepreneurship for women in KY- Tobacco money could be used and workshops should be held
4. Domestic Violence/Transportation- Provide education and early intervention opportunities
5. Build Relationships/networking- Join Homemaker Clubs and other organizations where women can talk to other women

As quoted by someone in our group, “Women have to work together to promote women.”

Report on Health and Well Being

Barriers are:

1. Physical activity and wellness across life span.
2. Affordable Housing.
3. Access to Health care; both preventive and acute/chronic, also prescription drug issues.

Report on Leadership

Obstacles

Women’s lack of knowledge about how to advocate for issues that affects them
Lack of knowledge about civics among women and girls
Apathy, especially among poor women

Solutions

Provide training to women regarding advocacy, civics, etc.
Support civics education in public schools
Mentor disenfranchised women, encouraging them to advocate for themselves

The Leadership Committee focused on how to encourage women to be politically active. The group determined that two of its primary goals are to promote civics education in public schools and to train women in advocacy. The Leadership Committee has offered its support to Secretary of State Trey Grayson in his effort to improve civics education in Kentucky’s public schools, and the group also plans to host an advocacy workshop for women this winter.

Report on Education

Sub-committee members attending: Sandra Cargill, Susan Ringrose, Penny Felty, Willie McCullough, Deede Dykes, Marcia Salisbury, Louise Hoy, Joan Flannery, Teresa Barrett, Alicia Chapman, Andrea Dyer, Ruth Ann Leone, Cindy Runyon, Marli White, Rhonda Aschenauer, Sandra Stringer.

1. GOALS:

- a. *Identification or modification of goals/work plan.*

We discussed the two major areas: PREPARATION: including: Math/Science; Career Planning; Self-Esteem; Adult Literacy; and POST SECONDARY INSTITUTION SUPPORT SERVICES: including: Current Programs, such as Ready to Work & KTAP; FAFSA; Childcare; Scheduling-evening & weekend classes; Violence Prevention; Teacher Training.

2. ACTION ITEMS:

- a. *List action items identified in meeting, person responsible for follow-through, and a target date to accomplish (briefly summarize discussion leading up to action item – as appropriate):*

After discussion of the importance of each of the topics put forth, several areas were determined to be issues of concern for our FIVCO area. Committee members volunteered to bring back information to the next meeting concerning what services are currently available in the following areas:

Health/well-being – Rhonda Aschenauer & Andrea Dyer
Financial Aid/Child care – Penny Felty & Joan Flannery
Adult Literacy – Joan Flannery
Career Planning – Marcia Salisbury
Teacher Training programs – Sandra Stringer
Ready to work/KTP – Alicia Chapman
Scheduling – Sandi Cargill

Our next meeting will be held on Monday, November 29th at 4:00 p.m. on the ACTC campus with the room to be announced at a later time. All members will be notified by email. Members were encouraged to refer to the website: www.women.ky.gov to read further on the final report of the Governor's task force.

3. ACCOMPLISHMENTS:

- a. *List accomplishments (big and small) since last meeting (goals reached, engagement of more partners, etc.)*

This was the first meeting for this sub-committee.

Lincoln Trail
Regional Meeting

**KENTUCKY COMMISSION ON WOMEN
LINCOLN TRAIL ADD REGIONAL MEETING
Elizabethtown Community and Technical College
Hosted by: Lincoln Trail Women's Alliance
Elizabethtown, Kentucky
October 7, 2004**

Region Served: Lincoln Trail Area, to include Breckinridge, Grayson, Hardin, Larue, Meade, Marion, Nelson and Washington. Representatives from Grayson, Hardin, Larue and Nelson were present at 10/7/04 Regional Meeting.

Guest Speakers: Ms. Glenda R. Woods, Executive Director KCW and Ms. Ashley D. Bratcher, Project Manager KCW

Total Number of Participants: 26

Committee Name: ECONOMIC SUFFICIENCY

Committee Members present: Reagan Barnum, Dot Hansen, Krista Levee, Gloria Whitford

Committee Priority Topics:

Priorities were recorded word-for-word from the flip charts and have not been edited.

1. Transportation (for low income/work shifts 24/7, ? rural areas)
2. Financial Management
3. Retraining Programs for Women in Transitions
 - a. Relationship transitions
 - b. Job transitions
 - c. Aging transitions
 - d. Need for shelter

Committee Name: EDUCATION

Committee Members present: Chairperson, Nikki Ellis; Note Taker, Beth Roberts; Gail Basham, Michelle McGuffin, Martie Rose, Kendra Stewart, Vicki Thompson

Committee Priority Topics:

Priorities were recorded word-for-word from the flip charts and have not been edited.

1. Science & Math Education for girls (camps, science fairs, etc.)
2. Financial education (credit, savings, investing)
3. Domestic Violence (teens, etc.)
4. Education on how to survive without a man (military, disabled, widowed, divorced, incarcerated, etc.)

Ideas for priorities:

Recruit volunteers through sororities, women's clubs, education majors, educators, & churches

Model successful programs (ECC, Springhaven, Ft. Knox)

Partner with other agencies, ex. Challenger Center

Job Shadowing

Career Fairs

Committee Name: EQUITY**Committee Members present: Nancy Addington, Fran Arnold, Paula Dumont****Committee Priority Topics:***Priorities were recorded word-for-word from the flip charts and have not been edited.*

1. Solicit semi-annual reports from Title IX committees for LTADD school systems.
2. Achieve tax equity (not based on marital status)
3. Create funding sources to support legal challenges.
4. Assure that all KY legislation prohibits discrimination against all groups, age, disability, gender, ethnicity, race, sexual orientation, marital status ...
5. Require data collection – transparent that reflects gender, age, race, ethnicity.
6. Generate a regional report based upon census data specific to LTADD. Components: education levels, income, marital status, ethnicity, health, household composition, poverty levels.
7. Baseline – recommend goals.
8. Advocate funding of grant writer for KCW (*KY Commission on Women*) with focus on education and leadership development for women.
9. Advocate permanent cabinet level position for KCW (*KY Commission on Women*).

Committee Name: HEALTH AND WELL-BEING**Committee Members present:** *Judy Beam, Karen Blaiklock, Marchell Hill, Sandy McClain, Monica Ruehling, Deb Salsman, Ruth Ellen Stanley***Committee Priority Topics:***Priorities were recorded word-for-word from the flip charts and have not been edited.*

1. Women's physical and mental health
 - a. Insurance – limitations, healthcare assistance needed
 - b. Self-image – role modeling, nutrition and other health habits
 - c. Educate women on healthcare options – “Free” clinic, health dept.
 - d. Grants – funding for screenings
2. Domestic Violence Prevention
 - a. Self-Image & Self-Worth
 - b. Mammograms/breast cancer awareness for every woman in Springhaven
 - c. Complete physicals – available through health depts.?
3. Aging
 - a. Eldercare
 - b. Physical check ups
 - c. Overpopulation in nursing homes

Committee name: LEADERSHIP**Committee Members present:** Portia Petties, Sue Young

* Priority Topics were not recorded at this time; priorities to be determined on October 22, 2004

KIPPDA
Regional Meeting

**KENTUCKY COMMISSION ON WOMEN
KIPDA ADD REGIONAL MEETING
Jefferson Community and Technical College
Hosted by: Federally Employed Women, AAUW, NAWBO, Today's Woman, Louisville
Metro Women and KIPDA ADD
Louisville, Kentucky
October 14, 2004**

Guest Speaker: Ms. Glenda R. Woods, Executive Director, KCW

Guests: Ms. Ashley D. Bratcher, Project Manager, Ms. Jessica M. Woolums, Staff Assistant

Total Number of Participants: 49

Health & Well-Being

Chair: Gwen Mayes (10 attendees)

5 areas of focus

- Housing/Accessible living/accommodation in public places
- General Wellness
- Cultural Attitudes/Sexual Harassment
- Insurance/Lack of
- Public Health Awareness

Economic Sufficiency

Chair: Heather Huddleston

Short-Term Goals

- Find out what resources are already available
 - Information/Assistance Dollars
 - Legislature
 - Federal definition of poverty
 - Individual development accounts
- Establish new inter-cabinet group
 - Transportation
 - Insurance
 - Child Care
- Taxes-Individual income tax, small business tax, state earned income tax
- Long-Term Goals
- Job Training
- One-Stop Shop for Women, not just on-line, for info/resources

Education

Chair – Lohelen Hambrick

Discussion points:

Mentoring:

- Start early– Middle School.
- Mentor through High School with directions she can follow.
- Can be done in rural and urban areas.

Promote Physical and Nutritious Well-Being:

- Focus on “healthy” not “thin” – do it the healthy way.
- Physical – put it back into schools
- Vending machines – fill with healthy snacks
- Socio-Economic Issues with parents – job/1 parent/single family
- College age female end up quitting school because “lives fall apart” – the car fails, day care closes, etc. There is a need for funding/financial support for 1. short term (car, day care – reliable), 2. long term (grants for degreed programs).
- Day care – one stop center i.e. U of L no daycare on campus.
- Support Systems – accessible
- Non-traditional students – need to be more than a “project mama”.

Goals to get out

- “Cinderella” syndrome - Need to promote self-sufficiency.
- Start in middle school –
- “Career Opportunities for Females” – Need for a career fair for Females only
- Girl Scouts have an after school program called “Girl Power –.
- Transportation is an issue -programs need to be during the school day.

Grants

- Middle and high school program to address dating violence.
- Victim services

Diversity

- Minority includes social economic, cultural, racial, religious, sexual orientation.
- Middle school issues sexual orientation training.
- Minority students are less likely to go to college.
- Look at each diverse group and find “additional” issues specific to that group.
- Diversity training with faculty and students.

Equity

Chair: Bonny Manning

Attendants: Mary Lou Andres, Grace Bowman, Cass Irwin, Debbie Pierce, Bonny Manning

1. GOALS:

- b. Identification or modification of goals/work plan

Committee reviewed the Implementation Strategy, introduced themselves, indicated what organization they represented and where they work.

2. ACTION ITEMS:

- a. List action items identified in meeting, person responsible for follow-through, and a target date to accomplish (briefly summarize discussion leading up to action item – as appropriate):
 - A. Update and review Metro Louisville Pay Equity study.
 - (a) take action on findings and (b) acknowledge progress at Summit.
 - (b) Debbie Pierce is to distribute copies of study to group and all will review before the next meeting.
 - B. Equal Pay Legislation – review HB 12 (2000), 1963 Equal Pay Act, and comparable worth.
 - C. Equity in data – sort by gender, race, ethnicity, and disability.
 - D. Set next meeting date NOVEMBER 15, 2004 at BellSouth Conference Room, 601 W. Chestnut St.
 - E. Exchange business cards and address information.

3. ACCOMPLISHMENTS:

- a. List accomplishments (big and small) since last meeting (goals reached, engagement of more partners, etc):

Leadership

Chair: Marsha Weinstein

Attendants: Diana Church, Judy Dillander, Teena Halbig, Elizabeth Hatchett, Kathleen Kurre, Joan Siewert, Marsha Weinstein, Cathy Zion

Next meeting: 11/18/04 at 5:30 p.m. at the office of the League of Women Voters, 115 South Ewing, Louisville, KY 40206

Meeting Activities:

1. Read the recommendations pertaining to leadership from the Final Report of the Governor's Task Force on the Economic Status of Kentucky's Women
2. Began discussing strategies to implement the recommendations in Louisville
 - a. Discussed choosing a few action areas in order to assure more focused accomplishments
 - b. Brainstormed strategies and action areas
 - i. Suggested holding a Suffrage Parade or Float, possibly as part of the Derby Parade, in order to raise awareness of women's struggle to gain the right to vote
 - ii. Suggested need to bring—and keep—girls into math and sciences, especially in early grade levels, and discussed possible collaboration with Girl Scouts
 - iii. Suggested contacting Carolyn Reed at UK for information about the Girls in Research and Science program for possible development of similar program at U of L
 - iv. Identified need to incorporate women's history and contributions into school curriculum, particularly civics curriculum
3. Identified Action Items in response to the recommendations
 - a. In response to Political Empowerment recommendation
 - i. Elizabeth Hatchett will research the status of the local ordinance/bill mandating gender equity on appointed boards and commissions
 - ii. Elizabeth Hatchett will research the current gender equity on local appointed boards and commissions
 - iii. Diana Church will research the gender equity (and where possible, the racial equity) of the corporate boards of Louisville's top 25 corporations
 - b. In response to Leadership Development and Public Awareness recommendations
 - i. Marsha Weinstein is exploring the possibility of creating an interactive computer-based version of the League of Women Voters' brochure on the historical contributions of Louisville women with Ellen Jones from BellSouth
 - ii. Marsha Weinstein and Cathy Zion will meet with Leadership Louisville to discuss the possible collaboration of Louisville Girls Leadership and Leadership Louisville
 - iii. Marsha Weinstein will meet with Jeri Swinton from Big Brothers Big Sisters to discuss mentoring opportunities and collaborations

*Kentucky River
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
KENTUCKY RIVER ADD REGIONAL MEETING
Hosted by Jackson Woman's Club
Jackson, KY
October 26, 2004**

Guest Speakers: Ms. Glenda R. Woods, Executive Director, KCW
Ms. Ashley D. Bratcher, Project Manager, KCW
Guest: Ms. Jessica M. Woolums, Staff Assistant, KCW

Total Number of Participants: 19

Women from the eight-county Kentucky River Region met on Tuesday, October 26, at The Feed Store restaurant in Jackson, and addressed concerns related to the five major KCW areas of interest in a way that further identifies our area as unique in the state. Economic oppression, in particular, traditionally is and has been a detriment to women in our region, which has gained certain notoriety because of our poverty level. This is, particularly, a challenge for all five chairs and their committees to address.

Our attendees felt a true kinship to the acute need for more and improved educational opportunities; a continuous striving toward better health care and preventive medicine for mountain women and our children; a raised awareness of the need for equal benefits, opportunities, and pay especially in a time when most families depend on a two-person income in order to survive; the increased need for women (and their dependent children) to have independent means to live and survive in the absence of a husband/father; and more awareness of what it takes for a woman to be a leader in what is traditionally still a man's world.

In our breakout sessions a number of strong ideas arose, particularly in the areas of education, health and well-being, and leadership, and these will be "fleshed out" in future committee meetings. Of particular concern in both the Leadership & Education Committees -- and recognized as important in the other three major areas -- was a perceived need to "start young" while girls are still in middle and high school, before traditional and current trends can start to take hold in the way they live their lives.

*Cumberland Valley
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
CUMBERLAND VALLEY ADD REGIONAL MEETING
CVADD Offices
Hosted by Cumberland Valley ADD and BPW, Middlesborough
London, Kentucky
October 27th, 2004**

Facilitator: Ms. Sharon Marcum, KCW Advisory Council
Guest Speaker: Ms. Glenda R. Woods, Executive Director, KCW
Guest: Ms. Sandra Mayberry, KCW Advisory Council

Total Number of Participants: 17

ECONOMIC SUFFICIENCY

- Transportation
- Average self sufficiency wage in Kentucky is over \$10
- Children left with grandparents so Mom & Dad can go work elsewhere
- Development of foundation to support women – maybe by mature women
- BPW offers scholarships for women re-entering the workforce
- Ky. Foundation/USA Foundation
- Barrier – Child care costs, also a problem especially for shift work
- Encourage family friendly workplaces, including day care
- Statewide pre-school provided
- More to reduce teen pregnancy
- Summer feeding programs
- Better utilization of school building – public buildings

EQUITY

- Untapped power of 52%, e.g., lobbying
- Title IX
- Are Kentucky counties rated based on pay equity? Wage comparisons from Dept. of Employment Services, census data from Long Term Policy Research Center
- Workplace issues of women preferring to work for men
- How to be an aggressive female without being “like a man”
- Educate young women on existing rights
- Issues of respect and expectations when dealing with a woman
- What to expect when expecting (workplace)
- Stats on percentage of women versus men in college (60%)
- 52 % women in Kentucky eligible to vote – but don’t vote
- Girl Scout Project to get people to pledge to vote (Promise To Vote)

LEADERSHIP

- Young women shadowing others to learn about different vocations
- “Every Vote Counts”
- Take daughters to polls

WELL BEING

- Women’s health issues (hepatitis, HIV, STDs)
- Health insurance issues
- Smoking related illnesses

EDUCATION

- Encouraging women to complete a college degree
 - It is our responsibility as “educated” sisters, aunts, mothers, grandmothers, teachers, and friends to mentor and to encourage other women in Kentucky in regard to getting a post-secondary education.
 - Equity, Economic Sufficiency, Leadership, and Health and Well Being are issues that depend on a foundation of education beyond high school for women. A post-secondary education is the “door” for women in regard to equity, economic sufficiency, leadership, and health/well being.
 - Women with post-secondary educations must make themselves available as role models to girls in elementary through high school.
 - We must “get the word out” about opportunities for post-secondary education/training and scholarship help in non-traditional ways.
 - Public and private school systems must do a better job of providing career counseling to young women. Community colleges must also do a better job of publicizing their career counseling and job preparation services to the public.
 - We (both men and women) need to encourage the women of Kentucky – young and mature – to pursue non-traditional careers in math, science, etc. Women in non-traditional careers in Kentucky need to be identified and used as speakers, mentors, etc. within the public/private school system.

*Pennyrile
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
PENNYRILE ADD REGIONAL MEETING
Hosted by BPW, Hopkinsville
Hopkinsville Community and Technical College
November 11, 2004**

Guest Speaker: Ms. Ashley D. Bratcher, Project Manager, KCW

Total Number of Participants: 31

Health and Well-Being

Co-Chairs: Anita Simmons & Hope Wood

This group will be keeping in touch and meeting to continue to discuss the following items:

Funding public awareness campaign

A) Identify the stages of life

1. Lifestyle - beginning in earlier grades in school system
2. Funding for these activities should be a collaboration of agencies—public health, sanctuary, mental health
3. Women who fall between the “cracks” i.e., no insurance, no Medicaid card, ages 65 and under with no children or support

B) Goals—identify states that have programs that are working; recruit advocates

1. Make more women advocates to make others aware of lifestyle issues.
2. Call Insurance Commissioner and request information regarding insurance companies paying for contraceptives

Economic Sufficiency Group

Participants: Kim Schippers, Myra Schultz, Ann Petrie, Tammy Keeling, Grace Rucker

Our group discussed the statistics of the Pennyryle region population.

Topics included:

1. The number of grandparents as caregivers
2. The fact that we have a large population of seniors living at the poverty level
3. That the income for female head of households (no husband) with children is almost \$10,000 less than male head of households (no wife)
4. That women (age 16-64) in Christian County are twice as likely to be unemployed as men. (5% vs. 2.6%)
5. That we still have a large percentage of the female population in Christian County without a high school diploma. (25 – 34 years 14.9%, 35-44 years 14.3%, and 45 to 64 years 23.3%)

After discussing these points, we concluded that education must be the first order of business for the women in the Pennyryle region, and in Christian County in particular. Women will not start businesses, get well-paying jobs, or be promoted in their current job, if they don't have an adequate education. Life long learning is becoming more and more important.

We feel that the Adult Education Department, Department for Employment Services, School to Work and Workforce Excellence programs do a good job of promoting job training opportunities. Unfortunately, they cannot provide the personal motivation to make someone take advantage of these programs.

Many of the suggestions put forth in the Task Force document tend to make it harder for small businesses to succeed and could discourage investment instead of promote it. Child care, transportation, universal health care, family leave program, etc...., all of these are examples of higher costs to business. Businesses will learn to do more with technology and eliminate jobs instead of increase them. In my opinion, the role of “Government” is to encourage the value of education and work – not hinder the small businessperson.

Some efforts we support are:

1. Modernize the state tax code (after we get a state budget)
2. Educate people on the Federal Earned Income Tax Credit – United Way is working with the Housing Authority and Aaron McNeil house on this effort.
3. Enact a State Income Tax Credit
4. Discuss Child Support Garnishment

Leadership Committee

Participants: Patricia Hawkins, T.C. Freeman, Willee Cooper

Most of the discussion centered on developing women leaders in the area of government. The following four major points surfaced.

1. There is a great need to have Civics return to the classroom as a required subject for graduation.
2. We would like to launch a public awareness campaign titled “I Can Make a Difference.”
3. We encourage all school systems throughout the Pennyrile A.D.D. to embrace the “Kids Voting” campaign. (In our discussion, we discovered that the thread that tied us together was how important voting was in our lives. We shared individual stories about our very first voting experiences.) F.Y. I. The League of Women Voters in Christian county has successfully conducted this program for children during the past two elections.
4. We want to find other female leaders in every county in the Pennyrile and to continue meeting on a regular basis.

Education

Action Items Identified: ED A2d.3: Institutions (or the state) should provide more childcare.

EDA2d.4: Institutions (or the state) should provide more opportunities by expanding Ready to Work programs to include the WORKING POOR, not just KTAP recipients. Many of the working poor do not qualify for tuition assistance, but this is needed, along with childcare, for them to participate in postsecondary education or training of any type.

ED-B.3 & ED B.6: These should be combined. KDE & KY Commission on Women should work together to distribute more information and develop a database of relevant career information for advising and resource purposes. Create accessible career development programs. Is the KY Commission on Women aware of the GO Higher initiative of the KHEAA?

*Gateway
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
GATEWAY ADD REGIONAL MEETING
Rowan Technical College, Morehead, KY
Hosted by Gateway UK Cooperative Extension Homemakers
November 18, 2004**

Meeting Chair: Representative Carolyn Belcher

Guest Speakers: Ms. Glenda R. Woods, Executive Director, KCW

Ms. Ashley D. Bratcher, Project Manager, KCW

Total Number of Participants: 30

EDUCATION

Co-chairs: Deborah Murray and Jean Smith

Priorities:

1. Expand the Committee:
Potential Members: Janet Kenney – MSU at Mt. Sterling
Phyllis Lawson – School Board Member Menifee County
Kay Freeland- Rowan County School Superintendent
Katrina Bradley- Chief District Engineer
County President or representative of Extension Homemakers
Non-traditional students
Others- group make recommendations to make sure we have representation that reflects our communities.
2. Committee members conduct focus group meetings in their communities, organizations, families, or other places where women gather... i.e... Abuse Centers such as Doves, career centers, work places, etc.
3. Assign sections of the report to focus groups. Committee to draft guidelines and reporting form for the focus groups to get valid data.
4. Committee members submit focus group reports to the Co-chairs to compile for the Gateway Committee and Kentucky Commission on Women.
5. Share results with all area agencies providing services to women in the Gateway region.
6. Initial education committee meeting will be a brown bag lunch to be held on January 12 between 11:30 a.m. and 1:00 p.m. at the Montgomery County Extension Office in Mt. Sterling with some members joining via conference calling.
7. Set up listserv for sharing information among committee members.

Respectively submitted by:

Deborah Murray

deborah.murray@uky.edu

Jean Smith

Dorisj.smith@ky.gov

EQUITY

Co-Chair	Geraldine Peters
Co-chair	Sue McClurg
Guest	Glenda Woods, KCW Executive Director
Guest	Ashley Bratcher, KCW Project Manager
Members	Imogene Updike
	Donna Overbee

Committee members reviewed recommendations from the 2003 Summit on the Economic Statues of Kentucky's Women.

Immediate priorities selected for committee work include:

EQ-A,3 – Research the disproportionate financial impact on women in Kentucky (failure to recognize); instate laws affecting married couples and families, common law marriages and domestic partnerships. *Committee acknowledged the factor that Kentucky does not recognize common law marriages.

EQ-B,2 – Strengthen laws to clarify the right to pay equity and to ease the burden of filing claims. Goal of equal pay for equal work by 2010.

Committee members were given the assignment of developing ideas and identifying resources for addressing the priorities.

The next meeting of the Equity Committee has been set for January 25th at 6:00 p.m. at the Blair Building in Morehead.

Respectfully submitted by Donna Overbee.

ECONOMIC SUFFICIENCY

COMMITTEE MEMBERS:

Co-Chair – Shirley Hamilton

Co-Chair – Peggy Powell

ISSUES ADDRESSED/PRIORITIES:

- ☐ Job training awareness and access or ES-A.1 and 2
- ☐ Early stage entrepreneurs or ES-B.5
- ☐ Conduct financial education workshop on investments, medical cards, social security, retirement, etc. ES-E.3g and ED-A.IF
- ☐ Added a forth issue related to farm women and the tobacco buyout.

The next meeting has been scheduled for December 7th, location to be determined.

Submitted by: Peggy Powell

LEADERSHIP

COMMITTEE MEMBERS:

Co-Chair – Ann Laurence
Co-Chair – Louise Summers (Absent due to other conflicts)
Anna Pecco
Kim Hunt Price
Imogene Updike
Jenny Adkins

ISSUES ADDRESSED:

- ☐ School based leadership training for boys and girls, also at the university level
- ☐ Voter registration (kids voting)
- ☐ Develop surveys – why people don't vote, etc.
- ☐ Feel there is a gap in female representation in all levels, including state legislation
- ☐ Women not realizing their value and the impact they have on their communities – have a program established, possible partnership with Morehead State University and school systems.
- ☐ Female students – increase voter registration

The next meeting has not been determined, possibly will be held in Mt. Sterling.

Submitted by: Ann Laurence

HEALTH AND WELL- BEING

COMMITTEE MEMBERS:

Sandra Ellington
Lisa Pendleton
Carolyn Franzini
Pam Eklund
Karen Mynhier

Goals:

1. Promote existing health and nutrition services
2. Promote child support payments as a positive initiative

Next meeting: January 11, 2005 5 PM at the Fuzzy Duck in Morehead.

*Lake Cumberland
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
LAKE CUMBERLAND ADD REGIONAL MEETING
Somerset Community and Technical College, North Campus
Hosted by Women's Circle
January 12, 2005**

Meeting convened with presentation from Glenda Woods and Ashley Bratcher from the Governor's Office, Kentucky Commission on Women. Presentation included a concise overview of the goals and objectives for the meeting with assignments being given to those willing to participate. Although few in number, the response was positive. Assigned team leaders are as follows:

Education:	Hilma Prather
Equity:	Terri Reynolds – Joelyn Prather
Economic Sufficiency:	Joyce Flynn
Leadership:	Julie Goodan
Health and Wellbeing:	Sharon Whitehead

These individuals agreed to contact others in the region to gather information about already existing resources and discuss ideas on how to generate activities in their respective areas. Each section will meet at least two times as groups and the leadership of each group will meet at least once prior to the summit to facilitate the correlation of the information gleaned. The dates for the meetings will be determined by each group leader and the core leadership will meet in late April or early May to compile the information for forwarding to the Kentucky Commission on Women.

The meeting adjourned at approximately 7:30 p.m.

Persons in attendance: 11

Joelyn Prather	joelyn.prather@kctcs.edu
Julie Goodan	jgoodan@Somerset.k12.ky.us
Sharon Whitehead	Sharon.Whitehead@kctcs.edu
Joyce Flynn	Joyce.Flynn@kctcs.edu
Hilma Prather	
Terri Reynolds	Terrie.Reynolds@kctcs.edu
Loretta Smith	Loretta.Smith@kctcs.edu

*Green River
Regional Meeting*

**KENTUCKY COMMISSION ON WOMEN
GREEN RIVER ADD REGIONAL MEETING
Green River Area Development District Conference Room, Owensboro, KY
Hosted by Green River ADD Office
January 18th, 2005**

Guest Speaker: Ms. Ashley D. Bratcher, Project Manager, KCW

Total Number of Participants: 53

EQUITY

Goals:

1. EQ A.4 – Title 9 -Require that reports and studies by publicly funded agencies separate their data by gender, race, and ethnicity whenever possible. The group feels that accurate reporting would cause accountability.
2. EQ B.6 – Executive Director of KCW be a permanent member of the Governor's Executive Cabinet as well as non-partisan.
3. EQ C.3 - Increase funding for the KCW to include statewide promotion of leadership and mentoring programs.
4. EQ B.3 – Laws and Statutes - Strengthen enforcement of antidiscrimination laws that cover gender, race, ethnicity, age and disability. Must enforce anti-discrimination laws obtain true equity.

LEADERSHIP

Goals:

1. Encourage women to seek political office.
2. Teaching skills to allow women to enter the workforce.
3. Leadership training. Form a GRADD bi-partisan, political caucus to encourage public service.
4. Encourage employers to send women to Leadership KY/Leadership Owensboro. Provide financial assistance and childcare to assist those who cannot afford the program on their own.
5. Increase voter registration and find a way to provide transportation for women to register and vote on election-day.
6. Create a speaker's bureau to promote women's leadership and to educate women on the political candidates.
7. Improve women's self-esteem through mentoring:
 - a. Mothering/parenting
 - b. Young girls

EDUCATION

Goals:

1. Promote improved self-esteem. Help women develop the 40 Developmental Assets through role models/mentors.
2. Child care provided by learning institutions while mothers are in school.
3. Raise public awareness of opportunities available in the area/state. Hold local meetings and develop local task force to study the needs of GRADD women wanting to further their education. Create women's circles in each county to promote and facilitate women getting their education.
4. Raise the level of expectations that women have for their education.
5. Provide funding to encourage women to go back to school.
6. Educate women on family planning/balancing life's challenges while a student.

ECONOMIC SUFFICIENCY

Goals:

1. Mentoring
 - a. Establish a database in each county of individuals/organizations/businesses interested in being mentors
 - b. Call on the aging population to be mentors as they have time and patience.
 - c. Create a resource center in each school for students to find information on having a mentor.
 - d. Allow time spent mentoring as paid work experience.
2. MUST START YOUNG! Promote organizations that focus on girls, ex: Girls Inc., Girl Scouts, etc.
3. Make job training more accessible. Provide PSA's to let women know where you go to get training. Make information user friendly.
4. School systems provide child care to allow mothers to attend classes.
5. Provide child care to employees.
6. Make information on business ownership available.
7. Improved transportation for women who want to work.

Barriers:

1. Childcare
2. Transportation
3. Housing
4. Tax Relief
5. Job Training
6. Access
7. Economic Development

HEALTH AND WELL BEING

What GRADD is doing well?

- Garnish unemployment wages to pay child so child can get money first.
- Good participation in exercise and nutrition programs for Seniors
- Hospitals offering Non-Smoking Education classes.
- Children's groups for lobbying for non-smoking.
- OASIS does a good job of assisting with domestic violence and with Drug and Alcohol programs.
- KERA family resource centers – effective in intervention.
- National Education on Women's Heart Disease was misdiagnosed.
- Schools and guidance counselors work with girls and health issues.
- Growing support for tobacco tax
- CATCH
- Fitness/Nutrition in schools.
- Contraceptives available in Health Department (available migrants and immigrants)
- Abstinence education awareness

Goals:

1. WB-B.1 – Develop and fund efforts to help domestic violence survivors find safe employment and child care. Provide support system for single mothers; expand domestic violence coverage to low-income women and immigrants.
2. WB-Funding for access to safe and adequate housing. Car insurance cuts into a family's housing budget.
3. WB-C.2 – Fund a public awareness campaign promoting healthy lifestyles across a woman's life span. Address the rising number of women who suffer from drug and alcohol addiction.
4. WB-C.3 – Establish a wellness program through schools and community organizations that focuses on the specific needs of girls and young women. Begin with elementary school children and teach them developmental assets. Focus on younger women/girls, special needs groups, specific population, low income and those at risk of high-risk pregnancies.
5. WB-C.4 – Address the health issues of specific populations of women and cut down the cost of medical services, i.e. low-income and those disabilities.
6. WB-E.2 – Develop organization of effective philanthropic women and men to address issues of women's well-being. Create a program that allows individuals to adopt/mentor to a family. Focus on overcoming the complexity of education and jobs and provide safe housing.

*Big Sandy
Regional Meeting*

KENTUCKY COMMISSION ON WOMEN
Big Sandy ADD Regional Meeting
Hosted by Big Sandy Community and Technical College
Prestonsburg, Kentucky
March 3, 2005

Guests: Ashley D. Bratcher, KCW
Jessica Woolums, KCW
Special Guests: Judi Patton, Former First Lady of Kentucky
Sandra Mayberry, KCW Advisory Council Member

Education Report: Lula Bowling – Chair

Sixteen women participated in the Education committee meeting during the regional summit in Prestonsburg. In that meeting, it was unanimous that education is the foundation for improvement in all areas of living. The committee delineated four areas related to education in which to place emphasis.

The first area of concentration related to education that was discussed was that of career guidance. Discussion centered on the need to have guidance counselors, not only in every school, but with a ratio of one counselor to every two grade levels. Because of the weakening of the family structure and the lack of appropriate role models, the role of the guidance counselor becomes vital in not only assisting with personal issues that may be a barrier to education, but educating girls to the world of work. The guidance counselor is also instrumental to educating girls to the "non-traditional" vocations and widening their arena of awareness. The committee also felt that KERA should be expanded to mandate head start for all children. It was the summarization of the committee that the State Department of Education and legislators should be appealed to concerning the inclusion of head start and additional guidance counselors in the public school system.

The second area of concentration of the committee was that of wellness. In view of the sedentary life styles and the poor nutritional habits of most women and children in eastern Kentucky, wellness becomes a critical issue. The public school again became the focal point of the discussion. Wellness, safety, and nutrition must be included in the curriculum of the public schools at each grade level. Having less emphasis on competitive sports and a greater emphasis on activity would encourage girls to participate in physical activities. Cooperative agreements between the public schools with community facilities such as YMCA's would also serve to increase the physical activities of girls. Developing and implementing after school and evening "family activity nights" would serve not only to strengthen family bonds but to enhance wellness at the family level. Appropriate childcare would also serve to "free up" women for physical activities, but would also allow participation of teachers to serve in the capacity of leaders/instructors/facilitators in working with families.

The third area of concentration in the discussions of the education committee centered on adequately educating/preparing girls in the arena of science and mathematics. Greater alignment of the curriculum between the public schools and post secondary institutions of higher learning must be continued, and after school tutoring and enrichment programs needs to be made available at all public schools.

Educating girls in career choices beginning in elementary school again depicts the need for additional guidance counselors in the public school system. Reducing the teacher/student ratio would not only benefit girls in performance in science and math and related career choices, but would reduce discipline issues and thereby enhance learning school-wide in the public school system.

Combining career and family became the fourth area of emphasis of the education committee. Childcare was central to the discussion. Again, the role of the guidance counselor became a primary issue in self-esteem, school activities, attendance, free and reduced lunch participation, and in educating boys in family issues.

These four areas of concentration in the discussions concerning education seemed to focus on reducing barriers, in which the school guidance counselor and child care became primary. It was the consensus of the committee that the standard of living in eastern Kentucky, and in the state at large, can be improved by realigning funding for education and making women's issues a priority.

Respectfully submitted,
Lula Bowling, Education Committee Chair
Prestonsburg Area

Leadership Report

The leadership committee explored the issue of civic engagement and concluded that in recent years there has been a societal change in the view of group participation. Younger women in our society are not engaging in civic/community participation. They do not seem to value being a part of a group and making a contribution to their community. Women continue to have too much to do, trying to balance work and family. They often are caregivers for their children as well as their aging parents. With more activities available for children, any extra time women have is spent taking children to and from these activities. They just simply do not have extra time for civic/community participation.

The challenge is how this can be made important to the lives of the women and their families and how can participation be made available to them?

They have to see the importance of it and this may be as simple as them realizing that they can make the community a better place for their children.

Two approaches were developed. A long term goal is to educate children in our schools about civic engagement and how one person can make a difference. More opportunities for children to be a part of community decision making is encouraged, including serving on community boards and organizations and seeking their input when decisions are made impacting the community. For example, when adults are deciding the type of recreation facilities to develop for children and youth, they should be involved in this decision. Mentoring programs with a focus on community engagement should be developed.

The second goal, both short and long term, is to develop new ways to engage women in the community. For example, women gather and talk during soccer, band, etc, practice. This is an opportunity to get them to discuss important community issues.

The use of technology is another way to do this. Chat rooms, community surveys, etc, can be developed to enable women to participate in community decision making.

The use of the news media is another way. Again, surveys can be done; discussions on TV, radio, in the newspapers can stimulate interest and encourage responses.

Implementation process: The first step is to develop a network of organizations, which can be the catalyst to implement the actions identified above. This would include various community organizations and groups, ranging from civic groups to government, political groups, etc. The groups would be encouraged to implement the above steps for engagement both separately and together.

Responsible Parties: The Big Sandy Community and Technical College and the UK Cooperative Extension Services would lead this initiative jointly.

Health & Well-Being Notes

- Contraceptives available to those who do not have insurance
- Eliminate barriers to reproductive health services including abortion
- Fund a public awareness campaign promoting healthy lifestyles across a woman's lifespan
- Encourage pro bono representation from individual lawyers & firms
- Develop program to promote child support as a positive response
- Develop organization of effective philanthropic women & men to address issues of women's well being
- Increase funding for Office of Women's Physical & Mental Health
- Address the health issues of specific populations of women such as lesbians, racial & ethnic groups & women with disabilities
- Parking Lot Issues
- Medicaid funding for health services
- Procedures of Medicaid
- Data base addressing all (web page) where to access all issues and treatment facilities
- Procedures for Medicaid recipients that actually washes state funds (i.e. referrals from family doctor for a specialist that is needed. You (the state) pay the family doctor his fee or office call for writing a note basically. Most women have separate doctors (family & gynecologist)
- WBC-2 Long term

- Fund a public awareness campaign promoting healthy lifestyles across a woman's life span
 - A. Involve medical society – seek taxes to support wellness
 - Support “Get Moving KY”
 - Involve PE Educators

- Public Health Forum-make available PPI who can answer questions/educate public
- Educate businesses-positive outcome of supporting wellness
- B. U.K. Cooperative, Employers, Health departments, people who have overcome, hospital dieticians, education dept-P.E., wellness centers, YMCA
- C. Lobby for funding-for awareness, advocacy
- D. Media TV
- WB-E3 Quick Win
- Develop Program to promote child support as a positive response
 - A. Contact people who work in child support. Input from Family Court Judges. Contact: Media, newspapers/radio, PSA local TV-WYMT
Find role model –pays child support , working individual
Educate women-better interpersonal and divorce conditions, shared responsibilities, relationships
Economic that supports payment of CS
 - B. Contracting officials-child support office, media people, people child support may effect, ministers, teachers, DCBS, elected officials and recent campaign promises, task force to seek
 - C. Minimal-accept donations
 - D. Group word of mouth, newspaper stories, mass email

WBE3-6

Child support agencies-resource-website

WB-C2

When: Thursday – 5:30 p.m. – April

Pam Burgess-First Stop Parents

Bring someone

Equity Committee Notes

1. Enforcement of existing pay equity
Equal pay for equal work
(EQB1-B2)
Identify laws dealing & educate women on those laws. Brochures/media existing groups and clubs.
Resources-KY Commission on Women – flagship-funding
Priority-Commission on Women-Call your legislator
2. Leadership & mentoring through KY Commission on Women
(EQC.1,C.2&C.3)
Leadership & mentoring programs for girls-get organized groups already established
3. Employment & quality of life
EQ-b.5
Education: Kiwanis/Rotary
Family Issues
Technology: Govt. funded small business assistance-computers –
Teleconference - surplus computers

Grants/KY Commission on Women

Childcare

Educational care

Respite care

Women are equal

Self esteem-school programs

Support systems

A very special thank you to . . .

KCW Regional Coordinators

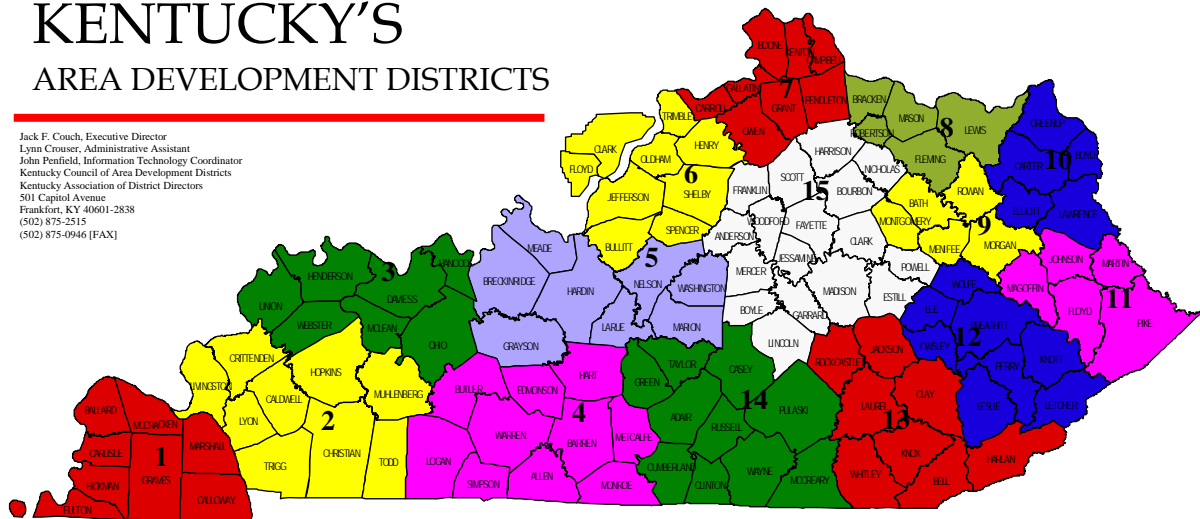
BLUEGRASS	Sara Porter Nancy Dicken
PURCHASE	Kathleen Sullivan Cockrel
BARREN RIVER	Linda McCray
BUFFALO TRACE	Sue Ellen Grannis
NORTHERN KENTUCKY	Betty Barrett
FIVCO	Regina Twinam Bonnie Blackaby
LINCOLN TRAIL	Monica Ruehling
KIPDA	Rhonda Smith Tina Snyder
KENTUCKY RIVER	Gayle Deaton
CUMBERLAND VALLEY	Pat Welch-Bowling Judy Duerson
PENNYRILE	Rita Brown
GATEWAY	Gail Wright Carole Rison Representative Carolyn Belcher
LAKE CUMBERLAND	Terri Reynolds
GREEN RIVER	Jiten Shah
BIG SANDY	Jean Dorton

KCW Regional Host Organizations

BLUEGRASS	AAUW - Bluegrass
PURCHASE	ZONTA Club of Paducah
BARREN RIVER	Bowling Green Human Rights Commission and Networking Women of Bowling Green
BUFFALO TRACE	AAUW - Maysville
NORTHERN KENTUCKY	Gateway Technical and Community College: Ready-to-Work Program
FIVCO	AAWCC and AAUW - Ashland
LINCOLN TRAIL	Lincoln Trail Women's Alliance
KIPDA	Federally Employed Women, AAUW, NAWBO, Today's Woman, Louisville Metro Women, KIPDA ADD
KENTUCKY RIVER	Jackson Woman's Club
CUMBERLAND VALLEY	BPW – Middlesboro
PENNYRILE	BPW – Hopkinsville
GATEWAY	County Extension Office - Homemakers
LAKE CUMBERLAND	Women's Circle
GREEN RIVER	Green River ADD
BIG SANDY	Big Sandy Community and Technical College

KENTUCKY'S AREA DEVELOPMENT DISTRICTS

Jack F. Crouch, Executive Director
Lynn Crouser, Administrative Assistant
John Penfield, Information Technology Coordinator
Kentucky Council of Area Development Districts
Kentucky Association of District Directors
501 Capitol Avenue
Frankfort, KY 40601-2838
(502) 875-2515
(502) 875-0946 [FAX]



① Purchase

④ Barren River

⑦ Northern Kentucky

⑩ FIVCO

① Cumberland Valley

② Pennyryle

⑤ Lincoln Trail

⑧ Buffalo Trace

① Big Sandy

① Lake Cumberland

③ Green River

⑥ KIPDA

⑨ Gateway

① Kentucky River

① Bluegrass

Rev. May 2, 2005
Created by: Rob Gardenhire, GOLD
Modified by: Lynn Crouser, KCADD

Notes